

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
07-CA-187300Date Filed
10-27-2016**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer detroit thermal system	b. Tel. No. (734) 729-1853
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 6505 Cogswell St MI Romulus 48174-4170	e. Employer Representative verna ginyard human resource manager
	g. e-Mail
	h. Number of workers employed 600
i. Type of Establishment (factory, mine, wholesaler, etc.) Auto & Truck Parts	j. Identify principal product or service HVAC
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title:	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (signature of representative or person making charge)	Title: (b) (6), (b) (7)(C) (Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)	10/27/2016 14:32:15 (date)
	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, Cell No.
	Fax No.
	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Two Discipline write-up	(b) (6), (b) (7)(C) /16
(b) (6), (b) (7)(C)	Discipline write-up	(b) (6), (b) (7)(C) /16

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
Amended CHARGE/AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-187300	Date Filed

INSTRUCTIONS:

File an original together with 4 copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Detroit Thermal System	b. Number of workers employed 600	
c. Address (Street, city, state, and ZIP code) 6505 Cogswell St. Romulus, MI 48174	d. Employer Representative Verna Ginyard	e. Telephone No. Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Auto & Truck Parts	g. Identify principal product or service HVAC	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3, 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>I was disciplined around (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) 2016 due to my protected concerted and union activities.</p> <p>The Employer has unilaterally changed its practice of making space available for union fundraisers.</p> <p>During the six months prior to the filing of this charge, the Employer has maintained unlawfully overly broad rules calling for penalties up to and including discharge for: "threatening, intimidating, coercing or interfering with fellow team members, vendors, customers or supervisors;" "[u]sing abusive, obscene or threatening language to a team member, vendor customer, or supervisor;" "illegal work stoppage; instigating or coercing others in a work stoppage or slow down; interfering with the work of other team members;" and "[f]alsifying or intentionally providing any inaccurate information of any kind, including but not limited to information in Company records or reports, "</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		
By (b) (6), (b) (7)(C) (signature of representative or person making charge)	(b) (6), (b) (7)(C) 1.9.17 (Print/type name and title or office, if any)	(b) (6), (b) (7)(C)
Address Same as above	(fax) same	1.9.17 (date)
(Telephone No.)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1601)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
Second Amended CHARGE AGAINST
EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

07-CA-187300

Date Filed

2-21-2017

INSTRUCTIONS:

File an original together with 4 copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Detroit Thermal Systems	b. Number of workers employed 600	
c. Address (Street, city, state, and ZIP code) 6505 Cogswell St. Romulus, MI 48174	d. Employer Representative Verna Ginyard	e. Telephone No.
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Auto & Truck Parts	g. Identify principal product or service HVAC	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>3</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) I was disciplined around (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) 2016 due to my protected concerted and union activities.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No.	
	Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (Signature of representative person making charge) Address Same as above (fax) _____ 2-21-17 (Print/type name and title or office, if any) (Telephone No.) _____ (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.